

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2014 - January 31, 2015

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales – Account Executive	1, 5-7, 9, 11, 14-16, 18, 21-24, 26, 29-32, 35, 37, 40-43, 45-48	11
General Sales Manager	1-2, 5-7, 9, 14, 18, 21, 23-29, 31-33, 35, 38, 40-46	2
Reporter MultiMedia Journalist	2, 5-7, 9, 18, 21-22, 24, 26, 29, 31-32, 35, 40-47	45
Digital Media Manager	1, 5-7, 9, 12, 14, 18-24, 26, 29, 31-32, 35-36, 39-46	19
Assistant News Director	1-2, 5-7, 9, 14, 18, 21-24, 26, 29, 31-33, 35, 40-46	14
News Producer	1, 5-7, 9, 14, 18, 21-22, 24, 26, 29, 31-32, 35, 40-46	14
News Producer	1, 5-7, 9, 14, 18, 21-22, 24, 26, 29, 31-32, 35, 40-46	45
News Producer	1, 5-7, 9, 14, 18, 21-22, 24, 26, 29, 31-32, 35, 40-46	43
Meteorologist	1, 5-7, 9, 18, 21-22, 24, 26, 29, 31-32, 35, 40, 42-46	43
Digital Sales Manager	4-7, 9, 18, 21-24, 26, 29, 31-33, 35, 38, 40-46	22
Sales Account Executive	4-9, 13-14, 18, 21-24, 26, 29, 31-32, 35, 40-46	8
Sales Account Executive	4-9, 13-14, 18, 21-24, 26, 29, 31-32, 35, 40-46	14
News Producer	5-7, 9, 17-19, 21-22, 24, 26, 29, 31-32, 35, 40-47	43
News Producer	5-7, 9, 17-19, 21-22, 24, 26, 29, 31-32, 35, 40-47	43
News Director	1-2, 5-7, 9-10, 18, 21-22, 24, 26, 29, 31-32, 34-35, 40-46	2
Assignment Editor	1, 5-7, 9, 14, 16, 18, 21-22, 24, 26, 29, 31-32, 40-47	16
News Producer	1, 5-7, 9-10, 18-19, 21-22, 24, 26, 31-32, 35, 37, 40-46	10
Digital Producer	1, 3, 5-7, 9, 18, 21-22, 24, 26, 31-32, 35, 40-46	3
News Producer	1, 5-7, 9, 18, 21-22, 24, 26, 31-32, 35, 40-46	22

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Cultural Center 350 Masten Ave Buffalo, New York 14209 Phone : (716) 884 2013 Url : http://www.africancultural.org Email : aacc@wzrd.com Fax : 1-716-885-2590 Alicia Banner	N	0
2	Agency Referral	N	13
3	Application already on file	N	3
4	Birschbach Media Sales & Marketing DBA MediaRecruiter.com 9457 So. University #303 Highlands Ranch, Colorado Phone : 303-400-5150 Url : www.mediarecruiter.com Career Listings Manual Posting	N	0
5	Buffalo Branch NAACP 395 E. Ferry Street Buffalo, New York 14208 Phone : (716) 884-7242 Url : http://www.apollo3.com/naacp/ Email : naacp@apollo3.com Fax : 1-716-884-7243 Madeline Scott	N	0
6	Buffalo Urban League 15 Genesee Street Buffalo, New York 14203 Phone : (716) 250-2400 Url : http://www.buffalourbanleague.org/ Fax : 1-716-854-8960 Brenda McDuffie	N	0
7	BuffaloNiagaraJobs.com 665 Main Street Buffalo, New York 14203 Phone : 1-800-916-9073 Url : http://buffaloniagara.org/Home/OurRegion/GrowYourC Lisa Roy Manual Posting	N	0
8	Call In	N	2

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9	Community Action Organization of Erie County (CAO) 70 Harvard Pl Buffalo, New York 14209 Phone : (716) 881-5150 Url : http://www.caoec.org/ Email : sbrown@caoec.org Fax : 1-716-881-2927 Sjunseeargn Brown	N	0
10	Consultant Referral	N	2
11	Current Employee	N	1
12	Dice 2804 Mission college Blvd Suite 201 Santa Clara, California 95054 Url : www.dice.com Tom Silver Manual Posting	N	0
13	E-mail Inquiry	N	1
14	Employee Referral	N	13
15	Former Employee	N	1
16	Former Employee Referral	N	2
17	Former Intern	N	1
18	Hispanics United of Buffalo 254 Virginia St Buffalo, New York 14201 Phone : (716) 856-7110 Fax : 1-716-856-9617 Candis Colon	N	0
19	Indeed.com	N	5
20	Investigative Reporters and Editors, Inc 141 Neff Annex Columbia, Missouri Phone : 573-882-2042 Url : www.ire.org Career Listing Manual Posting	N	0
21	JobSpider.com New York Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	0

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22	LIN Media One West Exchange Street Providence, Rhode Island 2903 Phone : 401-454-2880 Url : http://www.linmedia.com/contact-us/careers.php Email : WIVB_WNLO_TV@linmedia.com Claudia Balcewicz	N	6
23	Linkedin 2029 Stierlin Ct Mountain View, California Phone : 650-687-3600 Career Listings Manual Posting	N	3
24	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : (323) 284 5589 Url : http://www.media-match.com/usa/ Tammy Romaniuk Manual Posting	N	0
25	mediabistro.com 475 Park Avenue South 4th Floor New York, New York Career Listing Manual Posting	N	0
26	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
27	NAHJ National Assoc of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington DC , District of Columbia 20036 Phone : 202-662-7145 Url : http://www.NAHJ.org Maribel DeLaRosa Manual Posting	N	0

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28	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland Phone : 301-405-0248 Url : www.nabj.org Career Listing Manual Posting	N	0
29	National Association of Broadcasters 1771 N St NW Washington , District of Columbia 20036 Phone : 202-429-5428 Url : http://www.nab.org/ Email : rsultana@nab.org Fax : 1-202-429-3930 Rumana Sultana	N	0
30	Native American Broadcasting Consortium P.O. Box 83111 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-8675	N	0
31	Native American Community Services of Erie & Niagara Counties, Inc. 1905 Pine Ave Niagara Falls, New York 14301 Phone : (716) 874-2797 Url : http://www.nacswny.org/ Email : tporter@nacswny.org Fax : 1-716-874-1874 Tianna Porter	N	0
32	New York State Broadcasters Association 1805 Western Avenue Albany, New York 12203 Phone : (518) 456-8888 Url : http://nysbroadcasters.org/ Email : sandy@nysbroadcasters.org Fax : 1-518-456-8943 Sandy Messineo	N	0
33	Newschedkmedia, LLC 238 Crosshill Road Wynnewood, Pennsylvania Phone : 800-672-1423 Career Listing Manual Posting	N	0

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34	Non-Employee Referral	N	2
35	Northwest Buffalo Community Center 155 Lawn Ave Buffalo, New York 14207 Phone : (716) 876-8108 Url : http://www.nwbccinc.org/index.html Email : seboyd51@msn.com Fax : 1-716-876-5048 Susan Boyd	N	0
36	Other Source	N	1
37	Self Referral	N	2
38	spots.n.dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Senior Editor Manual Posting	N	0
39	Station Website	N	1
40	Syracuse University 210 Steele Hall Syracuse, New York 13244 Email : hrcs@syr.edu Fax : 1-315-443-2268 Student Employment Services N/A	N	0
41	The Association for Women in Communications, Inc. 780 Ritchie Highway Suite 28-S Severna Park, Maryland 21146 Phone : 410-544-7442 Fax : 1-410-544-4640 Office Manager Office Manger	N	0
42	The Buffalo Employment and Training Center (BETC) 77 Goodell Street Buffalo, New York 14203 Phone : (716) 856-5627 Url : http://www.workforcebuffalo.org/default.asp Fax : 1-716-856-5670 Tami Hollie-Mcgee	N	0

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43	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	11
44	Vision Maker Media 1800 N. 33rd Street Lincoln, Nebraska 68503 Phone : 402-472-3522 Email : Visionmaker@unl.edu Rachel Danay	N	0
45	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone : (716) 844-4410 Url : http://www.wivb.com Melvin Jelks Manual Posting	N	21
46	WNY Association of College Career Centers 18 Agassiz Circle Buffalo, New York 14214 Phone : (716) 880-2145 Url : http://www.wnyaccc.org/home.aspx Email : wp9@buffalo.edu Ron Beiter	N	0
47	WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone : (716) 648-5627 Url : http://www.wnyjobs.com/ Joe Rindfuss Manual Posting	N	0
48	YMCA Buffalo/Niagara 301 Cayuga Rd Cheektowaga, New York 14225 Phone : (716) 565-6000 Url : http://www.ymcabuffaloniagara.org/ Fax : 1-716-565-6007 Penny Snell	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			91

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2014	Establishment of an intern program designed to assist members of the community	The station hosted five (5) Interns in the News Department and five (5) in the Promotions/Production Department this past year. Our interns this year came from: Medaille College, Syracuse University, University at Buffalo, and Buffalo State College. The internships last an entire semester and the full time students receive full academic credit. This initiative takes place all year round.	5	
2	3/12/2014	Participation in Job Fairs	he Station-WIVB/WNLO participated the Careerfest Job Fair on 3/12/2014 , attended by President & GM Rene' LaSpina and Chief Engineer and Chief Engineer John Carroll who both have a responsibility in the hiring process and Business/HR Administrator Chris Anchin, Met with potential candidates regarding open positions and TV Media related opportunities. Accepted Resumes and handed out applications for employment and internship opportunities.	3	President/GM Chief Engineer HR/Business Administrator
3	3/13/2014	Participation in Job Fairs	The Station-WIVB/WNLO participated the Buffalo State Job Fair on 3/13/2014 , attended by News Director Joe Schlaerth and Promotions Director Dom Nardo, who both have a responsibility in the hiring process and Business/HR Administrator Chris Anchin. Met with potential candidates regarding open positions and TV Media related opportunities. Accepted Resumes and handed out applications for employment and internship opportunities.	3	News Director Promotions Director HR/Business Administrator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	3/18/2014	Participation in Job Fairs	The Station-WIVB/WNLO participated the WNY Diversity Job Fair on 3/18/2014, attended by President/GM Rene' LaSpina and Promotions Director Dom Nardo, who both have a responsibility in the hiring process and Business/HR Administrator Chris Anchin. We met with potential candidates regarding open positions and TV Media related opportunities and accepted Resumes and handed out applications for employment and internship opportunities.	3	President/GM Promotions Director HR/Business Administrator
5	7/9/2014	Provision of training to management	LIN HRIS/Benefits Director Joe Macedo provided Management Training on recruiting and hiring practices on July 9, 2014 to WIVB's hiring managers. The purpose of the training was to provide information to management on hiring and recruiting practices to ensure compliance and equal employment opportunity and to prevent discriminatory hiring practices.	5	General Sales Manger Chief Engineer Promotions Director Digital Director
6	9/10/2014	Participation in Job Fairs	The Station-WIVB/WNLO participated the WNY Diversity Job Fair on 9/10/2014, attended by Digital Director Chris Woodard and Local Sales Manager Dan Jackson, who both have a responsibility in the hiring process and Business/HR Administrator Chris Anchin. We met with potential candidates regarding open positions and TV Media related opportunities and accepted Resumes and handed out applications for employment and internship opportunities.	3	Digital Director Local Sales Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	11/5/2014	Participation in Job Fairs	The Station-WIVB/WNLO participated the NCCC Fall Job Fair and Internship Fair on 11/5/2014, attended by Local Sales Manager Dan Jackson, who has a responsibility in the hiring process and Business/HR Administrator Chris Anchin. We met with potential candidates regarding open positions and TV Media related opportunities and accepted Resumes and handed out applications for employment and internship opportunities.	2	Local Sales Manager HR/Business Administrator
8	12/15/2014	Participation in scholarship programs	The Station-WIVB/WNLO – sponsored a \$2,000 scholarship for a Canisius College student pursuing a career in broadcasting to be used for college expenses. To apply a student must have completed 60 credits as of 10/1/2014, an above average academic record and a major in broadcasting, journalism, communications or related field.	2	President/GM HR/Business Administrator